

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: June 10, 2021

REQUESTED ACTION: Approve deletion of Commissioner holiday and addition of County recognized holiday of Juneteenth, June 19th, as of 2021, to Collective Bargaining Agreements between the County and International Association of Machinists and Aerospace Workers, District Lodge 24, AFL-CIO, Local 1432

☒ Consent ☐ Hearing ☐ County Manager

BACKGROUND

In recognition of the importance of Diversity, Equity and Inclusion the County and the International Association of Machinists and Aerospace Workers, District Lodge 24, AFL-CIO successfully bargained the following changes within the current (2018-2021) Collective Bargaining Agreements, which go into effect in the year 2021:

- **Deletion of the County Commissioner holiday:
Article 13.5**
- **Addition of a County recognized holiday Juneteenth (June 19th):
Article 13.1**

Observed Holidays. The following days are recognized as legal paid holidays for which time off is to be granted:

New Year's Day – January 1st
Martin Luther King's Birthday – Third Monday in January
Presidents' Day – Third Monday in February
Memorial Day – Last Monday in May
Juneteenth- June 19th
Independence Day – July 4th
Labor Day – First Monday in September
Veterans' Day – November 11th
Thanksgiving Day – Fourth Thursday in November
The day immediately following Thanksgiving Day
Christmas Day – December 25th

COUNCIL POLICY IMPLICATIONS

There are no Council policy implications.

ADMINISTRATIVE POLICY IMPLICATIONS

There are no Administrative Policy implications.

COMMUNITY OUTREACH

Community Outreach is not a consideration in this matter.

BUDGET IMPLICATIONS

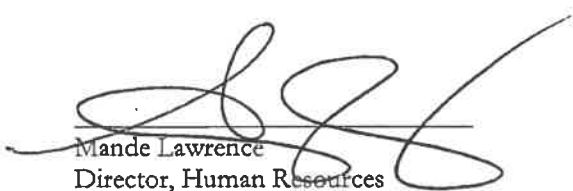
YES	NO	
X		Action falls within existing budget capacity.
		Action falls within existing budget capacity but requires a change of purpose within existing appropriation
		Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.


BUDGET DETAILS

Local Fund Dollar Amount	
Grant Fund Dollar Amount	
Account	
Company Name	

DISTRIBUTION:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>


Mande Lawrence
Director, Human Resources

APPROVED: 
CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: June 15, 2021

SR# 103-21



APPROVED: _____
Kathleen Otto, County Manager

DATE: _____

BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

Part II: Estimated Revenues

Fund #/Title	2020 Annual Budget		2021 Annual Budget		2022 Annual Budget	
	GF	Total	GF	Total	GF	Total
Total						

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	2020 Annual Budget		2021 Annual Budget	
		GF	Total	GF	Total

III. B – Expenditure by object category

Fund #/Title	2020 Annual Budget		2021 Annual Budget	
	GF	Total	GF	Total
Contractual				
Supplies				
Travel				
Other controllables				
Capital Outlays				
Inter-fund Transfers				

Debt Service				
Total				

MEMORANDUM OF AGREEMENT
between

CLARK COUNTY
and
International Association of Machinists and Aerospace Workers, District Lodge 24, AFL-CIO,
Local 1432

This Memorandum of Agreement (MOA) is entered into by Clark County, referred hereto as "the County" and the International Association of Machinists and Aerospace Workers, District Lodge 24, AFL-CIO, Local 1432 listed above referred hereto as "Local 1432". The purpose of this MOA is to recognize Juneteenth, June 19th as an observed holiday for the year 2021 and to delete the Councilor Holiday as listed in the current Collective Bargaining Agreement.

In recognition of Diversity, Equity and Inclusion the County and Local 1432 agree to the following changes within the current Collective Bargaining Agreement:

Local 1432 Article 13.1 Addition of Juneteenth as an observed holiday.

Observed Holidays. The following days are recognized as legal paid holidays for which time off is to be granted:

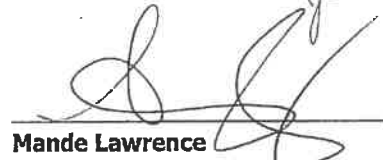
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Local 1432 Deletion of 13.5 Councilor Holiday

~~13.5 Councilor Holiday. The special Councilor Holiday may be granted or not granted at the sole discretion of the Board of County Councilors and the hours, rules and procedures governing its use are not subject to any duty to bargain or the grievance procedure of this Agreement.~~

All other items in the current Collective Bargaining Agreements remain the same. This addition is non-precedent setting and reflects the support of both the County and Local 1432's recognition of the importance of Diversity, Equity, and Inclusion during this time of Racial and Social Injustice. Any other bargaining will occur during the normal bargaining cycle.

SIGNED this 15th day of June 2021.



Mande Lawrence
Human Resources Director
Clark County



Carol Krohn
Local 1432 Business Representative